

Welfare regimes, work-life balance public policies and gender equality - parental leaves in Portugal and Sweden

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► Objectives:

To present, compare and discuss some data of Portugal and Sweden, on public policies of work life-balance and child care, namely parental leaves, and the impact on gender equality

To discuss different concepts of welfare provision and impact on public policies and gender equality

Women and men. Work and family

Portugal

- ▶ Female employment: 62,3%
- ▶ Male employment: 73,8%
- ▶ Part-time work: Women 15%
Men 7,4%
- ▶ Employment rate of women with children under 3 years old: 67%
- ▶ Gender pay gap: 18%
- ▶ As the number of children increases (3 or more), women participation in paid work decreases

Sweden

- ▶ Female employment: 78%
- ▶ Male employment: 83%
- ▶ Part-time work: Women 36%;
Men 11%
- ▶ Employment rate of women with children under 3 years old: 71%
- ▶ Gender pay gap: 15%
- ▶ As the number of children increases (3 or more), women participation in paid work maintains

Women and men – work and family

Portugal

- ▶ Ratio F/M Time of work + domestic activities + childcare = 112
- ▶ DDL Conservative model
- ▶ Women with children under 3 years old:
In work = 63%
On parental/maternity leave = 5%

Sweden

- ▶ Ratio F/M Time of work + domestic activities + childcare: 103
- ▶ DDL Liberal model
- ▶ Women with children under 3 years old:
In work = 43%
On parental/maternity leave = 31%

Parental leaves (maternity, paternity and parental leaves)

Portugal

- ▶ Paid leave = 180 days (100% of income if shared between parents; 80% if not)
- ▶ Paid by public social security
- ▶ Possibility of sharing the leave (since 1999)

Sweden

- ▶ First country to have paid leave for mothers and for fathers, since 1974.
- ▶ Paid leave = 480 days (390 days 80% and 90 days minimum value)
- ▶ Paid by public funds
- ▶ Possibility of sharing the leave (since 1974)

Parental leaves (maternity, paternity and parental leaves)

Portugal

Non transferable periods
between parents

Mother: 6 weeks + 30 days

Father : 10 + 30 days

Exclusive maternity leave after
giving birth: 6 weeks
(compulsory)

Exclusive paternity leave: 10
days (compulsory) + 10
days, non compulsory

Sweden

► Non transferable periods
between parents

Mother 60 days

Father 60 days

Exclusive maternity leave after
giving birth: 2 weeks
(compulsory)

Exclusive paternity leave: 10
days (compulsory)

Gender equality bonus (for couples that
share in equal periods)

Parental leaves (maternity, paternity and parental leaves)-gender equality

Portugal

- ▶ Women have more time than men of non transferable leave
- ▶ Number of men that never used or think that will use paternity leave: 83%
- ▶ Number of men that used exclusive paternity leave (non compulsory) in 2007: 5%

Sweden

- ▶ Women and men have the same time of non transferable leave
- ▶ Number of men that never used or think that will use paternity leave: 33%
- ▶ Number of men that shared parental leave in 2007: 45%

Gender equality and public strategies of w-l balance and of social cohesion

Portugal

- ▶ Gender equality is not clearly defined objective of employment, childcare, social support, etc, Portuguese strategies
- ▶ Gender equality promotion is defined in a specific strategy (National Plan)

Sweden

- ▶ Gender equality is a clearly defined objective of employment, childcare, social support, etc, Swedish strategies

Child care provision

Portugal

- ▶ Paid by families from 5 months until 5 years old (kindergarten and pre-school)
- ▶ Paid by families from 6 to 10 years old (primary school) – part time (before and after school and school holidays)
- ▶ Access to free kindergarten and pre-school depends on family income (low level)

Sweden

- ▶ Free to all families
- ▶ Access to free kindergarten and pre-school doesn't depend on family income, it is a guarantee

Welfare provision models

Portugal

- ▶ “Familiaristic “ model (Esping-Andersen, 1990, 2000, 2002)

Family have the major responsibility for childcare and wellbeing provision

Reinforces gender traditional roles

Reinforces gender inequality and contributes to children poverty and exclusion

Contributes to women and families poverty and exclusion

Sweden

- ▶ Nordic model (Esping-Andersen, 1990, 2000, 2002)

State have the major responsibility for child care provision

Citizens and families are free from care responsibilities

Protects children poverty and exclusion

Protects women and families poverty and exclusion

Doesn't accomplish to vanish gender traditional roles

Discussion/Conclusions

- ▶ Differences in PL models
- ▶ Male breadwinner model as an assumption
- ▶ Gender stereotypes of maternity and paternity and of professional responsibilities
- ▶ Child care responsibilities associated to women
- ▶ Men may choose...
- ▶ Parental leaves are fundamental to dual career couples but have the risk to reinforce gender stereotypes (Portugal) or not being sufficient to change them (Portugal and Sweden)

Discussion/Conclusions

- ▶ Public policies of child care are fundamental to gender equality in work and family
- ▶ Welfare provision based on family (Portugal) reinforces profound gender inequalities since is based on gender traditional roles. It is a source of everyday and life long conflict between care and work/career responsibilities.
- ▶ All welfare models are based on male breadwinner model: must be gender audited